

dates actually to perform the duties of the class of positions to which they seek to be appointed. Any investigation of training and experience and any tests of technical knowledge, manual skill or physical fitness that in the judgment of the Commissioner serves to this end may be employed.

In all examinations to determine the qualifications of a preference applicant, credit shall be given for all valuable experience, including experience gained in civic, service and organization activities, even though no compensation was received therefor.

Examination shall be competitive, free and open to all persons who may be lawfully appointed to any position within the class for which the examination is held, with such limitations as may be specified in the rules by the Commissioner as to age, sex, health, habits, moral character, physical condition, and other qualifications, except as hereinafter provided that are in the judgment of the Commissioner prerequisite to the performance of the duties of such positions; provided, however, that the Commissioner may, from time to time, provide for general rules exempting from competitive examinations, positions to be filled by unskilled manual laborers, including positions for road patrolmen under the State Roads Commission, and may, if he sees fit, provide in lieu of said competitive examinations such system or systems of registration for said laborers or otherwise as in its judgment will best provide for such positions; and provided further as to all positions that the Commissioner may by his rules give preference in competition for higher classes of positions to classified service employees or to classified service employees of a certain class or classes by giving credit for experience and demonstrated efficiency (not to exceed twenty per centum of all marks) in determining the relative fitness for promotion of such employees. Honorably discharged veterans of the military and naval services of the United States who served sometime during the war with Spain (April 6, 1898, to July 2, 1902) or the World War (April 6, 1917 to November 11, 1918) and who have been *bona fide* residents of this State for five years or more shall be given special credit for such service. Such honorably discharged war veterans who are disabled as the result of their war service shall be given a credit of ten points in all examinations for appointments. Non-disabled veterans shall be given a credit of five points in all examinations for appointment.

The same preference as extended disabled veterans shall be given to the wives of such veterans as have themselves been unable to qualify for Merit System appointment because of disability, and to the unmarried widows of deceased veterans who had served in any branch of the armed forces of the United States as aforesaid, provided, however, that they shall be such wife or widow of said veterans on the date of the enactment of this Act; such honorably discharged war veterans under fifty-five years of age granted preference shall be released from age limitation, except for positions of policemen and firemen. Honorably discharged war veterans having qualified with all such credits shall be certified for appointment, employment, re-instatement or reemployment before non-veterans.

Promotion is a change from one class to another class with a higher maximum compensation, and vacancies shall be filled by promotion as far as is consistent with the best interests of the classified service, in the judgment of the Commissioner.

The Commissioner shall control all examinations and may designate as special examiners any officers or employees of this State or any other